

Wildlife Specialists, LLC

the wildlife experts

General Services Administration
Federal Supply Service
Authorized Federal Supply Schedule Price List



On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage!™, a menu-driven database system. The INTERNET address for GSA Advantage!™ is: <http://www.GSAAdvantage.gov>

Contract Information

GSA Contract #: GS-10F-231AA
Contract Period: August 28, 2013 - August 27, 2018

Our Services

899-1 Environmental Consulting Services

For more information on ordering from Federal Supply Schedules, click on the FSS Schedules button at www.gsa.gov/schedules-ordering

Wildlife Specialists, LLC

2785 Hills Creek Rd.
Wellsboro, PA 16901

Office Number: 570-376-2255

Fax Number: 570-376-2616

Web: www.wildlife-specialists.com

Email: info@wildlife-specialists.com

Contract Administration: Cody Felton

Business Size: Small Business

Tax ID: 26-0211055

DUNS #: 830646878

Schedule Title: 899 Environmental Advisory Services

SIN #: 899-1 Environmental Planning Services

Minimum and Maximum Orders: \$100/\$1,000,000

Geographic Coverage Area: Domestic & International

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

| SIN | Recovery | SIN Description |
|-------|----------|-----------------------------------|
| 899-1 | 899-1RC | Environmental Consulting Services |

1b. Services can be found on pages 9-20 and rates can be found on page 5 & 6.

1c. Hourly Labor Rates: See Company Hourly Rate List Below

2. Maximum Order: \$1,000,000

3. Minimum Order: \$100.00

4. Geographic Scope of Contract: Domestic & International

5. Point of Production: 2785 Hills Creek Rd. Wellsboro, PA 16901

6. Basic Discounts: All prices listed reflect NET prices for those services

7. Quantity Discounts:

| Tier | Task Order Amount | Additional Discount |
|------|-----------------------|---------------------|
| 1 | \$500,000 - \$999,999 | 5% |
| 2 | \$1,000,000 & above | 10% |

8. Prompt Payment Terms: Net 30 Days

9a. Government Purchase Cards: Not applicable

9b. Government Purchase Cards: Not Applicable

10. Foreign Items: Not Applicable

11a. Time of Delivery: As Negotiated with Ordering Agency and/or Specified on the Task Order.

11b. Expedited Delivery: As Negotiated with Ordering Agency and/or Specified on the Task Order.

11c. Overnight and 2-Day Delivery: Not Applicable

11d. Urgent Requirements: Contact Contractor to effect a faster delivery of services.

12. F.O.B. Point(s): Destination

13a. Ordering Address: 2785 Hills Creek Rd. Wellsboro PA 16901

13b. Ordering Procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

14. Payment Address: Wildlife Specialists 942 Camp Trail Rd. Quakertown, PA 18951

15. Warranty Provision: In accordance with Standard Commercial Warranty

16. Export Packaging Charges: Not Applicable

17. Terms and Conditions of Government Purchase Card Acceptance: Not Applicable

18. Terms and Conditions of rental, maintenance and repair: Not Applicable

19. Terms and Conditions of installation: Not Applicable

20. Terms and Conditions of repair parts indicating date of parts price lists and any discounts from list prices: Not Applicable

20a. Terms and Conditions for any other Services: Not Applicable

21. List of service and distribution points: Not Applicable

22. List of participating dealers: Not Applicable

23. Preventative maintenance: Not Applicable

24a. Special attributes such as environmental attributes: Not Applicable

24b. SECTION 508 COMPLIANCE:

If applicable in this contract Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services at the following: The EIT standards can be found at www.section508.gov/.

25. Data Universal Numbering System (DUNS) Number: 830646878

26. Notification regarding registration in Central Contractor Registration (CCR) database: Registered

GSA Contract Labor Rates for SIN 899-1

| Service Proposed (e.g. Labor Category or Job Title/Task) | Minimum Education / Certification Level | Minimum Years of Experience (cannot be a range) | Price Offered to GSA (including IFF) |
|--|---|---|--------------------------------------|
| Wetland Delineation Crew Leader | Bachelor's | 2 | \$ 67.00 |
| Wetland Delineation Technician | High School | 1 | \$ 33.50 |
| Bat Mist Netting Survey Qualified Indiana Bat Surveyor (QIBS) | Bachelor's | 5 | \$ 114.86 |
| Bat Mist Netting Survey Bat Identifier (BI) | Bachelor's | 3 | \$ 95.72 |
| Bat Mist Netting Survey Biologist | Bachelor's | 2 | \$ 71.79 |
| Bat Mist Netting Survey Technician | High School | 1 | \$ 47.86 |
| Bat Radio Telemetry Crew Leader | Bachelor's | 2 | \$ 95.72 |
| Bat Radio Telemetry Biologist | High School | 1 | \$ 71.79 |
| Bat Radio Telemetry Technician | High School | 1 | \$ 47.86 |
| Bat Acoustical Monitoring Biologist | Bachelor's | 2 | \$ 76.57 |
| Woodrat Survey Crew Leader | Bachelor's | 5 | \$ 95.72 |
| Woodrat Survey Biologist | Bachelor's | 2 | \$ 71.79 |
| Woodrat Survey Technician | High School | 1 | \$ 47.86 |
| Rattlesnake Survey Crew Leader (Phase II) | Bachelor's | 9 | \$ 114.86 |
| Rattlesnake Survey Crew Leader (Phase I) | Bachelor's | 8 | \$ 95.72 |
| Rattlesnake Survey Biologist | Bachelor's | 2 | \$ 71.79 |
| Rattlesnake Survey Technician | High School | 1 | \$ 47.86 |
| Rattlesnake Construction Monitoring Timber Rattlesnake Construction Monitor | High School | 2 | \$ 76.57 |
| Bog Turtle Survey Qualified Bog Turtle Surveyor Crew Leader | Bachelor's | 5 | \$ 95.72 |
| Bog Turtle Survey Biologist | Bachelor's | 2 | \$ 71.79 |
| Bog Turtle Survey Technician | High School | 1 | \$ 47.86 |
| Wildlife/Habitat Survey Qualified Subcontractor for Specific Species | Bachelor's | 8 | \$ 114.86 |
| Wildlife/Habitat Survey Crew Leader | Bachelor's | 5 | \$ 95.72 |
| Wildlife/Habitat Survey Biologist | Bachelor's | 2 | \$ 71.79 |
| Wildlife/Habitat Survey Technician | High School | 1 | \$ 47.86 |
| Plant Survey Qualified Subcontractor Botanist for Specific Species | Bachelor's | 8 | \$ 114.86 |

| | | | |
|--|-------------|---|----------|
| Plant Survey Crew Leader | Bachelor's | 5 | \$ 95.72 |
| Plant Survey Biologist | Bachelor's | 2 | \$ 71.79 |
| Plant Survey Technician | High School | 1 | \$ 47.86 |
| Presentations Public Presentation | Bachelor's | 1 | \$ 95.72 |
| Presentations Preparation | Bachelor's | 1 | \$ 76.57 |
| Consultation with Agencies Consultation with Agencies - Specialist (Crew Leader) | Bachelor's | 2 | \$ 95.72 |
| Consultation with Agencies Consultation with Agencies - Biologist | Bachelor's | 1 | \$ 71.79 |
| Consultation with Agencies Consultation with Agencies - Technician | High School | 1 | \$ 47.86 |
| Office Work Data Analysis & Reporting | Bachelor's | 3 | \$ 95.72 |
| Office Work Data Analysis & Reporting (Wetlands) | Bachelor's | 1 | \$ 67.00 |
| Office Work Reporting Revision | Bachelor's | 3 | \$ 95.72 |
| Office Work GIS Analysis & Mapping | Bachelor's | 3 | \$ 76.57 |
| Office Work Project Coordination | High School | 1 | \$ 76.57 |
| Office Work Administrative Tasks | High School | 1 | \$ 57.43 |
| Office Work Data Entry & Uploading | High School | 1 | \$ 57.43 |
| Office Work Certification / Training | High School | 1 | \$ 57.43 |

Table of Contents

| | |
|---|----|
| OUR HISTORY | 8 |
| OUR MISSION..... | 8 |
| OUR SERVICES..... | 9 |
| Environmental Review | 9 |
| Project Management and Execution..... | 10 |
| Energy Development Environmental Monitoring | 11 |
| Bat Monitoring..... | 12 |
| Wetland Delineation | 12 |
| GIS & Mapping Services | 13 |
| Allegheny Woodrat Surveys..... | 13 |
| Rare and Invasive Plant Surveys..... | 14 |
| Herpetological Surveys | 15 |
| Bird Monitoring..... | 16 |
| Green Certification..... | 17 |
| Airport Biology/Wildlife Hazard Assessments | 17 |
| Human Dimensions of Natural Resource Management..... | 18 |
| Deer Management..... | 19 |
| Nuisance Wildlife Control | 20 |
| Additional Services & Expertise: | 21 |
| PRIMARY STAFF EXPERTISE..... | 22 |
| Merlin Benner, M.S. - President/Certified Wildlife Biologist® | 22 |
| Jonathan Felton, B.S. – Vice President..... | 22 |
| Christina Voorhees, Ph.D. – Chief Operating Officer/Certified Wildlife Biologist® | 23 |
| Cody Felton, B.S. – Chief Financial Officer/Information Technology Specialist | 23 |
| Stan Boder, M.S. – Senior Herpetologist..... | 24 |
| Tom Swimley, M.S. – Senior Wildlife Biologist/Ecologist | 25 |
| James A. Hart, M.S. - Mammalogist/Wildlife Biologist | 25 |
| Tracey Crumb, M.S. – Wildlife Ecologist | 26 |
| Brett Martin, B.S. – Wildlife Ecologist..... | 26 |
| Phil Dunning, M.S. - Herpetologist..... | 27 |
| Barry Butler, B.S. - Wetland Specialist | 27 |
| Brian Benner - Wetland Specialist/Nuisance Wildlife Specialist | 27 |
| Rob Schwarz, B.S., GISP - GIS Specialist | 28 |
| Drew Wanke, B.S. – Wildlife Biologist/QUIBS | 28 |
| Renee Rogers, B.S. - Wetland Specialist..... | 28 |

OUR HISTORY

Wildlife Specialists, LLC was founded in 2007 to provide clients with comprehensive wildlife assessment, planning, monitoring, and consulting services. We currently maintain two regional offices located in northcentral and southeastern Pennsylvania and are available to provide services to clients throughout the Northeast, Midwest, and Mid-Atlantic states. Our staff are well-established professionals who have a wide range of experience and expertise in wildlife management, research, and monitoring at the local and statewide levels throughout the eastern United States, and have extensive experience communicating and negotiating with regulatory natural resource agencies. In addition, we have specific expertise in providing the full range of sensitive species and habitat assessments necessary for most development projects. In addition, we maintain close working relationships with a wide range of qualified plant and wildlife experts who can fill any voids that may exist in our own capacity.

OUR MISSION

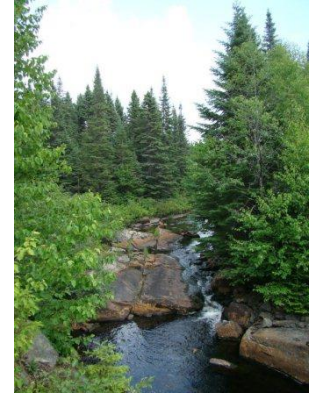
Wildlife Specialists' mission is to provide consulting services that use the latest technology and highly qualified experts to produce the highest quality results compatible with our clients' management goals and the appropriate protocols developed by state and federal wildlife management agencies.



OUR SERVICES

Environmental Review

Wildlife Specialists has well-established relationships with state and federal agencies, enabling us to successfully negotiate the environmental review process for our clients. Our staff is well versed in the environmental review processes for Pennsylvania and New York State and has a thorough knowledge of state and federal agency protocols and management requirements for most sensitive species. During the review process, we provide clients with advice on agency expectations, anticipated species impacts based on project size and location, and when surveys should be conducted. We provide this information to our clients in an effort to ensure the proper surveys are conducted in a timely manner that is conscious of their permitting and development schedules while maintaining accepted survey protocols.



We are committed to our clients throughout the entire project and provide a variety of consultation services related to the environmental review process. These services include:

- Providing clients with a list of anticipated species surveys.
- Negotiating agency environmental review responses with the client and respective agencies.
- Developing a survey plan based on seasonal survey restrictions and agency protocols.
- Conducting fieldwork, GIS mapping, and compiling comprehensive reports acceptable to the agencies.
- Follow-up with agencies after report submission to ensure a timely response for project clearance letters.
- Negotiating survey results with clients and agencies to reach a mutually agreed upon solution if the project will affect critical habitat or resources.
- Providing mitigation and restoration plans as directed by the agencies.
- Implementing mitigation and restoration plans.
- Long-term monitoring or follow-up surveys where applicable.

Wildlife Specialists staff hold a variety of certifications required by federal and state regulatory agencies for species -specific surveys and management.

Wildlife Specialist's Staff Certifications

- | | |
|---|--|
| ➤ Certified Wildlife Biologists® | ➤ PA DCNR Wild Plant Management Permittees |
| ➤ Qualified Indiana Bat Surveyors | ➤ Certified Geographic Information Systems Professional |
| ➤ Qualified Timber Rattlesnake Biologists – NY, NJ, and PA | ➤ Training in USACOE Wetland Delineation and Property |
| ➤ Qualified Timber Rattlesnake Construction Monitors | Hydric Soils Indicators |
| ➤ Qualified Bog Turtle Surveyor for PA, NY, MD, and DEP | ➤ PA Licensed Wildlife Pest Control Operators |
| ➤ Qualified Northeastern Bulrush Surveyor | ➤ PA Licensed Nuisance Deer Control Operators |
| ➤ Carnegie Museum of Natural History recognized Qualified Botanists | ➤ QDMA Certified Deer Steward & LCP Qualified Inspectors |

Project Management and Execution

- Wildlife Specialists is a comprehensive natural resources consulting company that provides clients with a “one-stop-shop” for all of their environmental surveying needs.
- We offer professional staff recognized by the agencies as qualified to conduct all rare, threatened and endangered species surveys that may be required by agencies when developing projects (bats, rattlesnakes, woodrats, birds, rare plants, wetlands).
- Unlike many consulting firms, our staff is dominated by professional wildlife biologists and ecologists who are intimately familiar with RTE species and the often-complex and dynamic nature of the environmental review process particular to each.
- Our personnel have established relationships with state and federal agencies. This allows us to successfully negotiate the environmental review process for our clients. Some staff are former employees of these agencies and have been able to maintain contacts which often gives us first-hand access to potential policy changes and agency requirements.
- We address our client's needs in a timely manner that is conscious of their permitting and development schedules. We often are able to expedite agency responses due to our relationships with the agency personnel.
- By giving our clients a "heads-up" on what will be expected by the agencies, they can plan for when biological surveys will be needed. This can greatly reduce any delays in their project schedule.
- Our standard practice is to assist clients in doing preemptive surveys when we know there will be PNDI hits based on mapping and previous experience with species occurrence and distribution in PA. Agency reviewers are typically backlogged and often do not send PNDI review responses to clients quickly enough to maintain critical project schedules. Our ability to foresee potential issues assists with the entire planning process and ensures that survey reports are submitted much more quickly to agency reviewers. Being preemptive also helps clients avoid sensitive habitats in the planning stage, minimizing the need for projects modifications after the original submittal, which is costly, very time consuming, and could potentially result in missing species survey seasons. Species survey seasons are often very short and missing these windows can cause projects to be delayed for up to a year. We do everything we can to guide the client in a manner to avoid these delays and have a consistent record of success in doing this.
- Our staff is professional, courteous, respectful, and confidential. We take our job seriously and strive to provide the highest quality services to our clients. We understand the need for a high level of efficiency so we focus on cross-training personnel that are able to survey for multiple species, where possible, to minimize the number of staff and site visits required for each project.

Energy Development Environmental Monitoring

Our headquarters is located in Wellsboro, Pennsylvania, the heart of the Marcellus Shale play, which provides clients with 1) reduced costs by using a local firm, 2) biologists with expert local knowledge, 3) staff that have experience working directly with wind energy, gas companies and engineering firms in the area every day. Our experience with the wind and natural gas industry has helped us develop a good working relationship with state and federal natural resource agencies, allowing us to streamline the review process for our clients.



Bat Monitoring

Our experienced staff provides a full range of bat monitoring services. We have worked closely with manufacturers to develop a reliable and innovative long-term monitoring system using the latest acoustical technology, which can be monitored remotely to ensure minimal interruptions in data collection from system down time. Our team has over 30 years of experience working on bat projects.

Our expertise includes:

- Qualified Indiana Bat Surveyors (QIBS)
- Mist Net Surveys- triple-high mist netting and canopy mist netting available
- Harp Trapping cave or mine entrances
- Acoustical Monitoring and Species Call Analysis
- Hibernacula Surveys
- Radio-telemetry for foraging locations, roost tree identification, or migration studies
- Bat habitat assessments
- Mortality Monitoring for Wind Energy projects



Wetland Delineation

Wildlife Specialists, LLC, is experienced in wetland delineation and provides thorough and efficient assessments necessary for sensitive habitat avoidance and environmental compliance. Our staff are professionally trained to follow protocols established in the U.S. Army Corps of Engineers' 1987 Wetland Delineation Manual and the appropriate Regional Supplements. Once a client submits a survey request, sites are assessed and existing wetlands are delineated in a thorough and timely manner to determine the impact of a project. Our comprehensive reports contain all necessary information required by the regulatory agencies to evaluate a project and are delivered to the client in a timely manner to avoid costly delays in the permitting process. Where necessary, we provide long-term monitoring of sites to assess ecological responses to wetland mitigation. We provide wetland services for all your development and conservation planning needs.



GIS & Mapping Services

Geographic Information Systems (GIS) are a necessity in the field of natural resource consulting and management. Our GIS program is full-service, so we can take a project from the field acquisition of data to final map products and even complex modeling solutions.

GIS capabilities:

- Sub-meter GPS data collection
- Comprehensive mapping for forestry, land management, energy development, and planning
- A variety of outputs, including large-format printed maps, self-extracting digital maps, and web-based data accessible to our clients

Allegheny Woodrat Surveys

We provide expertise for a variety of services related to Allegheny Woodrat management. Our staff is experienced in conducting surveys and assisting clients in developing habitat mitigation and monitoring plans in accordance with agency protocols and management recommendations. The Pennsylvania Game Commission recognizes us as experts in all aspects of woodrat biology and management.

Our services include:

- Allegheny Woodrat habitat surveys – both on the ground and aerial (via helicopters)
- Surveys for woodrat sign and activity centers



- Live-trapping surveys
- Remotely-triggered camera surveys
- Comprehensive reporting & GIS mapping
- Development, implementation and oversight of woodrat habitat enhancement and mitigation plans



Rare and Invasive Plant Surveys

The Pennsylvania Department of Conservation and Natural Resources (DCNR) recognize our staff as qualified to identify rare, threatened and endangered plants and invasive plant species in a variety of habitats and seasons. We are recognized by the U.S. Fish & Wildlife Service as qualified Northeastern Bulrush surveyors. We design and conduct all plant surveys to specifically meet Pennsylvania DCNR and/or U.S. Fish & Wildlife Services requirements.

Services include:

- General Botanical Surveys
- Species of Concern Surveys
- Qualified Botanists Recognized by State and Federal Agencies
- Invasive Species Control Measures
- Reestablishment of Desirable Native Vegetation
- GIS/GPS Mapping
- Monitoring, Mitigation/Relocation



Herpetological Surveys

Wildlife Specialists, LLC, has extensive experience with timber rattlesnake surveys and handling, in addition to many other species of herpetofauna. We provide expertise certified to provide a variety of services related to the management of these species and their habitats.

Our expertise includes:

- Rattlesnake Habitat Phase I Surveys
- Rattlesnake Phase II Presence/Absence Surveys including both Denning and Gestation Surveys
- Rattlesnake Construction Monitoring
- Rattlesnake Safety Briefings for Field Workers
- Radio Telemetry and Surgical Implantation of Radio Transmitters into Rattlesnakes
- Habitat Enhancement and Mitigation Planning and Implementation
- Herpetological Services for:
 - Green Salamander
 - Wood Turtle
 - Bog Turtle Surveys and Trapping – USFWS Qualified Bog Turtle Surveyor (PA, MD, DE, NY)
 - Red-bellied Turtle
 - Spotted Turtle
 - American Alligators
 - Pine Barrens Herpetofauna ID
- Survey Techniques:
 - Drift Fences
 - Cover Boards
 - Visual Encounter Surveys
 - Aquatic Turtle Traps
- Comprehensive Reporting & GIS Mapping



Bird Monitoring



Our staff has a broad range of experience in developing and implementing bird survey and monitoring programs, and also serve on several statewide technical committees. Specific services we can deliver include:

- Breeding Bird Surveys
- Migratory Bird Surveys
- Raptor Migration Surveys
- Species of Special Concern Surveys including
 - Northern Goshawk
 - Northern Harrier
 - Upland Sandpiper
 - Bald Eagle
 - American and Least Bitterns
 - Other sensitive forest and grassland species
- Mortality Monitoring for Wind Energy projects
- Dawn Acoustical Surveys
- Broadcast Acoustical Surveys
- Intensive Search Surveys
- Nocturnal Acoustical Surveys
- Habitat Suitability Assessments



Green Certification

Wildlife Specialists, LLC, assists clients in achieving Forest Stewardship Council (FSC) and Sustainable Forestry Initiative (SFI) certification. These are the standards for environmentally and socially responsible forest management. Our staff have been intimately involved with certification audits as well as assisting landowners with certification compliance.

Audits can be difficult for the uninitiated, so we guide our clients through each step of the process. We help prepare all advanced paperwork in the form of an "assessment" booklet and offer a variety of services including:

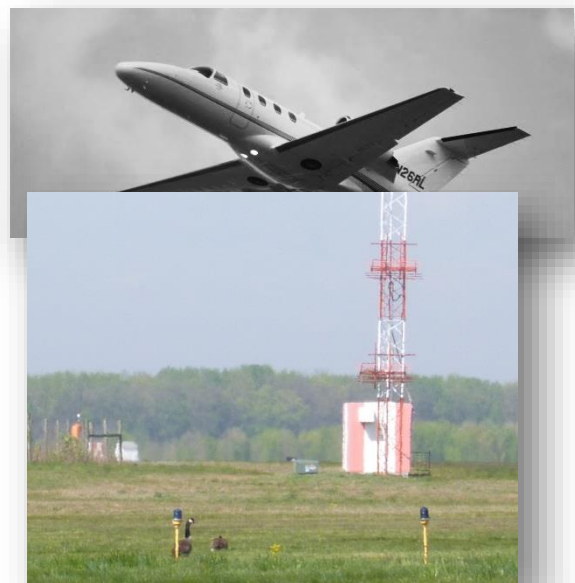
- An initial evaluation for determining whether the landowner could pass the assessment
- Ecological Assessments
- Mapping of sensitive resources
- Identification of High Conservation Value (HCV) Forests
- Preparation of all documents
- Landowner representation during the assessment
- Follow-up after the assessment
- Compliance adjustments to management (CARs)
- Assistance with annual audits and negotiation



Airport Biology/Wildlife Hazard Assessments

Awareness of the hazards associated with wildlife strikes on aircraft and efforts to minimize those dangerous situations have dramatically increased in the past decade.

Our staff work with a Qualified Airport Biologist to conduct wildlife surveys and develop management plans to reduce these conflicts. We are also qualified to provide many of the necessary control measures through our Nuisance Wildlife Control and Nuisance Deer Control permittees on staff.



Human Dimensions of Natural Resource Management

Human Dimensions is an important component of natural resource management. Wildlife Specialists, LLC, provides a range of services related to understanding the relationships between people and natural resources. Our staff has experience in survey research related to stakeholder attitudes, perceptions, motivations, behavior, and participation. Findings from our studies are summarized in reports and provide management recommendations tailored to the client's needs. We also have extensive experience in working with the public on high-profile controversial natural resource topics.

Human dimensions services we offer include:

- Public Meeting Facilitation
- Survey Development and Administration
- On-Site Visitor Surveys
- Visitor Use Analysis
- Conflict Resolution
- Development of Informational and Educational Products and Presentations



Deer Management

Wildlife Specialists provides custom deer management plans designed specifically to meet our clients' project goals. We select and conduct the appropriate surveys, generate GIS maps, hold public meetings, design habitat enhancements, assess management options, and develop site-specific plans. All of our recommendations are based on the sound ecological principles of Quality Deer Management. Our specialists have coordinated some of the largest-scale surveys in the history of deer and habitat management using aerial infrared FLIR and habitat browsing surveys. Furthermore, our experts have helped develop the protocols considered as state-of-the-art today in deer density estimation by the pellet group technique and in habitat browsing and regeneration surveys. Deer management services we offer include:



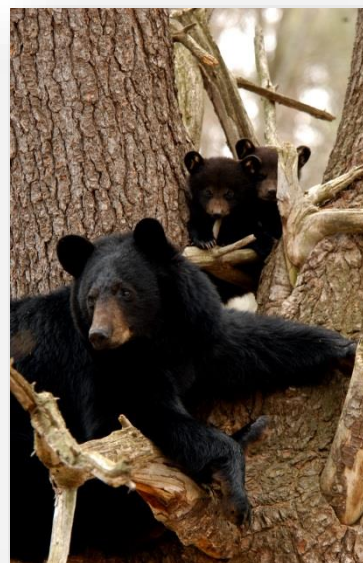
- Deer Surveys
 - Aerial Surveys (Daytime or Infrared Technologies)
 - Baited Camera Surveys
 - Distance Sampling (Spotlight or Daylight)
 - Pellet Group Surveys
- Browsing and Habitat Surveys
- Deer Condition Assessment from Check Stations
- Deer Aging
- Specialized Training for "Qualified Hunters"
- Coordination with Landowners for Municipalities
- Nuisance Deer Control Services
- Lyme Disease (Deer Tick) Management
- Deer Damage Surveys
- Deer-Deterrent Fencing
- Deer Habitat Enhancement
- Design of Deer Resistant Residential and Commercial Landscapes
- Management Plan Development for Landowners or Municipalities
- Facilitated Public Meetings
- Conflict Resolution
- Development of Educational Products



Nuisance Wildlife Control

Nuisance issues with wildlife are growing in our increasingly urbanized environment, and as many common species like deer and Canada Geese adapt to areas of high human activity. A variety of dangerous and damaging situations occur in this setting. Wildlife Specialists' team of biologists and permitted Nuisance Wildlife Control specialists provides the expertise necessary to assist in determining the most effective, sustainable management options available. Our specific services include:

- Damage Assessments
- Surveys of Wildlife Species
- Application for Necessary Permits
- Development of Management Plan
- Wildlife Control and Disposal
 - Trapping/Predator Control
 - Sharpshooting
 - Netting
- Plantings, Landscaping, and Habitat Modifications to Reduce Conflicts
- Lyme Disease (Deer Tick) Reduction
- Wildlife Covered:
 - Venomous snakes (and non-venomous species)
 - Rodents and Small Mammals
 - Rats and Mice
 - Beaver
 - Muskrats
 - Skunks
 - Porcupines
 - Raccoons
 - Bats in Buildings
 - Birds
 - Canada Geese
 - Pigeons
 - Gulls
 - starlings
 - Deer
 - Bear
 - Feral Hogs
 - Predators
 - Alligators



Additional Services & Expertise:

- Geographic Information Systems Mapping
- Small Mammal Surveys
- Large Mammal Surveys
- Predator Surveys & Removal
- Habitat Surveys
- Feral Pig Damage Assessment and Control
- Backyard Wildlife Habitat Enhancement



PRIMARY STAFF EXPERTISE

The following staff members provide the primary expertise for projects contracted through Wildlife Specialists, LLC. Additional staff members provide technical assistance in field work and data collection. In the event our clients request a service we cannot provide, our staff are well-networked and have established Master Service Agreements with other firms and organizations that enable us to find the specific expertise required. Staff resumes are available upon request.

Merlin Benner, M.S. - President/Certified Wildlife Biologist®

Merlin Benner is a Certified Wildlife Biologist® and the President of Wildlife Specialists. He has over 25 years of experience as a professional wildlife biologist in research, management, and instruction. He received his Bachelor of Science degree from Unity College in Maine, and his Master of Science degree from Tennessee Technological University.

Merlin worked for Tennessee State Parks, the Pennsylvania Game Commission, the Pennsylvania Department of Conservation and Natural Resources, and the Savannah River Ecology Laboratory. Merlin's experience includes work with White-tailed Deer, elk, turkeys, bats, alligators, feral pigs, turtles, bass, waterfowl, raccoons, rattlesnakes, herps, and songbirds. His primary expertise is in the relationships between wildlife and their habitats. He also has extensive experience with planning processes and with the capture of wildlife. Other positions Merlin has held include working as the Interpretive Director for Nature Quest, a nature-based tourism company, and instructor at both Messiah College and Mansfield University.

Merlin is a member of The Wildlife Society (a life member of the Pennsylvania Chapter of TWS), the Quality Deer Management Association, and the Rocky Mountain Elk Foundation. He has served on numerous boards and committees at the state level in Pennsylvania throughout his career.

In addition to managing the company, Merlin spends much of his time on marketing and working directly with clients. Merlin also conducts fieldwork, assists clients with environmental reviews, and oversees the biological staff.

Jonathan Felton, B.S. – Vice President

Jon Felton is the business manager of Wildlife Specialists, with a wide range of experience in the business field as well as natural resources. He received his Bachelor's degree from Penn State University in Recreation and Parks, with a minor in Administration. He has owned and operated several successful businesses over the past 30 years in retail, construction, and real estate development and management. An avid outdoorsman for most of his life, he has spent countless hours hiking, camping, hunting, fishing and trapping.

He is a life time member of the Penn State Alumni Association, United Bow Hunters of Pa., and the Quality Deer Management Association. He also is a member of the Heritage Conservancy, U.S. Sportsmen's Association, and a board member of the QDMA's Greater Lehigh Valley Chapter.

Jon has attended and received QDMA's Deer Stewardship I and II certifications in 2007 and 2008, respectively, and recently completed QDMA's Land Certification Program. Since 1995 Jon has been practicing QDMA's methods and experimenting with different types of wildlife food plots on properties in Pennsylvania and New York with excellent results.

Christina Voorhees, Ph.D. – Chief Operating Officer/Certified Wildlife Biologist®

Christina Voorhees is a Certified Wildlife Biologist® with strong experience in the fields of wildlife management, human dimensions of natural resources, and recreation management. Chris received an Associate Degree in Wildlife Technology from Penn State DuBois, a Bachelor of Science in Wildlife Science from Virginia Tech, Master of Science in Forest Resources from Penn State, and a Ph. D. in Recreation, Park, and Tourism Management from Penn State. Her education and professional experiences have focused on biological and human dimensions research associated with the management of both game and non-game species.

Christina has worked for the Pennsylvania Department of Conservation and Natural Resources, Penn State University, Devine, Tarbell, & Associates, and CalPoly University. Her field experience includes bat mist netting, bird and herp surveys, small mammal trapping, elk and grouse radio-telemetry, and a variety of deer management projects. In addition, Christina has 10 years of experience in human dimensions research focusing on deer management, hunting, and recreational visitor use assessments.

Christina is our Chief Operating Officer responsible for business development, marketing, and administering proposals and contracts. In addition, she assists staff in coordinating projects and handles regulatory agency negotiations for clients undergoing environmental review.

Cody Felton, B.S. – Chief Financial Officer/Information Technology Specialist

Cody Felton earned his Bachelor's Degree in Business from Goshen College. He is a business entrepreneur with extensive technological experience. He combines these skills to serve a dual role as our company's Chief Financial Officer and Information Technology expert. Cody has played a critical role in developing and troubleshooting a state of the art bat monitoring system used on wind turbine projects. His expertise helps keep staff up to date on the latest technological advances to ensure we provide clients with the highest quality results. Cody is actively involved in the daily management of Wildlife Specialists and looks forward to continuing his role in developing our company.

Stan Boder, M.S. – Senior Herpetologist

Stan Boder specializes in surveys and studies of threatened and endangered species, general herpetological surveys, biological/ecological assessments, natural resource inventories, and wetland-related projects. Mr. Boder received a Master of Science degree in Biology/Herpetology from East Stroudsburg University and a Bachelor of Science degree in Natural Resource Management/Wildlife Science from Rutgers University.

Stan is recognized by the Pennsylvania Fish & Boat Commission, the New York Department of Environmental Conservation, and the New Jersey Endangered and Threatened Species Program as a *Qualified Timber Rattlesnake Biologist* and by the New Jersey Endangered and Threatened Species Program as a *Northern Copperhead Surveyor*. He is also recognized by the Virginia Department of Game and Inland Fisheries as a *Canebrake Rattlesnake Consultant*. In addition, he is recognized by the U.S. Fish & Wildlife Service as a *Qualified Bog Turtle Surveyor* in Pennsylvania, Maryland, Delaware and New York.

Stan also has experience in a wide array of other rare wildlife species surveys, general species inventories or research including species such as the Wood Turtle, Red-bellied Turtle, Eastern Massasauga Rattlesnake, Eastern Diamondback Rattlesnake, Gopher Tortoise, Northern Pine Snake, Corn Snake, Jefferson complex salamanders and other mole salamanders, Eastern Fence Lizard, 5-lined Skink, Spotted Turtle, Map Turtle, Pine Barrens Tree Frog, Northern Cricket Frog, Eastern Spadefoot, Long-tailed Salamander, Red-headed Woodpecker, Barred Owl, White-tailed Deer, Allegheny Woodrat, Indiana Bat, Semi-palmated Sandpiper, Piping Plover, Bald Eagle, Golden Eagle, and Eastern Bluebird.

Mr. Boder is also experienced in vernal pool surveys, threatened and endangered plant surveys, invasive plant species surveys, wetland delineation and presence/absence determination, wetland mitigation site monitoring, environmental permitting, environmental assessments, stream quality assessments, macroinvertebrate sampling, grant writing, GIS mapping and GPS surveying.

His environmental/biological work experience includes employment as a natural resource manager, wildlife biologist/herpetologist, environmental educator and environmental consultant. Stan has worked with the Wildlife Conservation Society, The National Park Service, the Pennsylvania Fish and Boat Commission, the New Jersey Department of Environmental Protection, the United States Army Corps of Engineers, the United States Navy, East Stroudsburg University, Penn State University, Rutgers University, and several environmental consulting firms.

Tom Swimley, M.S. – Senior Wildlife Biologist/Ecologist

Tom Swimley has a Bachelor of Science degree in Wildlife Science and a Master of Science degree in Wildlife and Fisheries Science from Penn State University. Tom has worked with Penn State University, the Pennsylvania Game Commission and Frostburg State University since 1991 as a wildlife biologist on a wide variety of research projects with North American River Otters, Fishers, Pheasants, Bobcats, Elk and Black Bear. Much of his work has focused on species-habitat interactions; wildlife reintroductions; population dynamics; wildlife survey methods; and capture, immobilization and handling.

Tom works for Wildlife Specialists as a management-level Wildlife Biologist/Ecologist and a Wetland Specialist with certification in the US Army Corp of Engineers Wetland Delineation Training Program, including the Northcentral and Northeast Regional Supplement. He also serves as our lead botanist and is recognized by the U. S. Fish and Wildlife Service as a *Qualified Northeastern Bulrush Surveyor*. Tom coordinates and oversees a variety of wildlife/botanical habitat management and research projects related to: Forest Stewardship Council /Sustainable Forestry Initiative Certification, wetland ecosystems, rare plants, invasive plants, bats, Timber Rattlesnakes, Allegheny Woodrats, Green Salamanders, Northern Goshawks, Northern Harriers, Upland Sandpipers, Bald Eagles and other rare, threatened and endangered species listed in the Pennsylvania Natural Diversity Inventory (PNDI). Tom oversees wetland and critical habitat restoration and enhancement projects and is experienced in wildlife telemetry, small and large mammal trapping, chemical restraint, electro-fishing, stream macroinvertebrate sampling, remote camera surveys, track surveys, track-plate surveys, and GIS/GPS mapping.

James A. Hart, M.S. - Mammalogist/Wildlife Biologist

Jim Hart came to Wildlife Specialists after 15 years with the Pennsylvania Natural Heritage Program. Before working with the Heritage Program, Jim was employed as a temporary biologist with the Pennsylvania Game Commission (PGC). During his tenure with both, he was responsible for the inventory and monitoring of all small mammal species of concern, various bat programs such as hibernacula surveys and maternity colony monitoring and determining the distribution and status of the Allegheny Woodrat in Pennsylvania.

Jim received both his B.S. and M.S. at Shippensburg University under the guidance of Dr. Gordon L. Kirkland, Jr., while working on a variety of projects at the Shippensburg University Vertebrate Museum. Upon the untimely death of Dr. Kirkland, Jim was responsible for transferring the Vertebrate Museum collection to the State Museum of Pennsylvania where he currently holds the position of Field Associate and Volunteer. Jim has been involved with several international expeditions including one to Guatemala where he worked on a black howler monkey project and to the Turks and Caicos working as a Cave and Bat Specialist mapping bat hibernacula on East Caicos Island. During his career, Jim has written many reports and papers including: the Bat Hibernacula Management Plan for Pennsylvania; chapters in several mammal books; and articles in various peer-reviewed journals, concerning the status and distributions of mammals in Pennsylvania and the northeast region of the United States.

Currently Jim is a certified *Qualified Indiana Bat Surveyor* and stays current on research and fieldwork pertaining to White-nose Syndrome, a disease that is decimating bat populations along the eastern portion of the United States. He also serves as an Allegheny Woodrat expert, conducting live trapping surveys, visual habitat surveys and creating woodrat habitat management plans. He continues to maintain the PGC Terrestrial Small Mammal Survey database and serves as recording secretary on the Mammal Technical Committee of the Pennsylvania Biological Survey.

Tracey Crumb, M.S. – Wildlife Ecologist

Tracey Crumb earned a Bachelor's of Science Degree in Biology and a minor in Psychology at Shippensburg University, certification in Secondary Education at Mansfield University, and a Master of Science in Biology with an emphasis in Ecology at Bucknell University. She has worked as an intern in the Shippensburg University Biology Department, for The Nature Conservancy, and as a veterinary technician. Her graduate research work focused on vernal pool ecology where she also gained experience with pool, stream, amphibian and invertebrate sampling and monitoring.

Tracey joined Wildlife Specialists in 2011 where she works as wildlife ecologist on a variety of projects. Her experience includes GIS mapping and analysis, Allegheny Woodrat and Timber Rattlesnake habitat and presence/absence surveys, Upland Sandpiper Habitat Suitability Assessments and presence/absence surveys, Northern Goshawk nest and acoustical surveys, Bald Eagle nest surveys, bat mist-netting, harp-trapping and hibernacula surveys, rare and invasive plant surveys.

Brett Martin, B.S. – Wildlife Ecologist

Brett received his Bachelor of Science Degree in Environmental Science from Mansfield University and has interned with the Pennsylvania Department of Environmental Protection. Brett has managed several businesses, owned a personal business, and was a licensed fishing guide in Pennsylvania for 3 years. He has worked as a naturalist guide/fly fishing instructor/hunting guide educating the public in the "Wilds" of Pennsylvania for a North Central PA outdoor company. Brett is an avid outdoorsman, fly fisherman, and bird enthusiast. Brett volunteers for the USGS Patuxent Wildlife Research Center's Breeding Bird Survey.

Brett joined our team in 2011 as a Wildlife Ecologist and has been involved with a variety of projects. His experience includes wetland delineation, Timber Rattlesnake Phase I and II surveys, Timber Rattlesnake construction monitoring, rare and invasive plant surveys, Allegheny Woodrat surveys, bat roost tree surveys, Northern Goshawk nest and acoustical surveys, Upland Sandpiper Habitat Suitability Assessments and acoustical surveys, Bald Eagle nest surveys. Brett is a *Qualified Timber Rattlesnake Construction Monitor* (PA Fish & Boat Commission).

Phil Dunning, M.S. - Herpetologist

Phil Dunning specializes in surveys and studies of threatened and endangered species, general herpetological surveys, endangered mammal surveys, biological/ecological assessments, and natural resource inventories. Phil received a Bachelor of Science degree in Wildlife and Fisheries Science from Penn State University and a Master of Science degree in Biology/Herpetology from East Stroudsburg University.

Phil is recognized by the Pennsylvania Fish & Boat Commission as a *Qualified Timber Rattlesnake Construction Monitor* and by the New Jersey Endangered and Threatened Species Program as a *Qualified Timber Rattlesnake Biologist and Surveyor*. Phil is also experienced in vernal pool surveys, bog turtle surveys, presence/absence determination, and macroinvertebrate sampling.

His environmental/biological work experience includes employment as a wildlife biologist/herpetologist working mostly with northern copperheads and timber rattlesnakes in Pennsylvania and New Jersey, as well as an environmental educator and environmental consultant.

Barry Butler, B.S. - Wetland Specialist

Barry Butler has a Bachelor of Science degree from Houghton College in General Science, with an emphasis in Biology and Earth Science and a minor in Secondary Education. After teaching Biology and Earth Science at the junior high school level, Barry joined Corning Inc., and worked as a research scientist for many years at Corning's Research and Development laboratory in Corning, NY. Shortly after retirement, Barry joined Wildlife-Specialists and completed certification in the U.S. Army Corp of Engineers Wetland Delineation Training Program, including the Northcentral and Northeast Regional Supplement and has since delineated many wetlands in northern Pennsylvania. He serves as a team leader for our wetland survey team. As a member of our team, Barry also assists with habitat surveys for Timber Rattlesnakes and Allegheny Woodrats, as well as surveys for rare, threatened, endangered, and invasive plant species.

Brian Benner - Wetland Specialist/Nuisance Wildlife Specialist

Brian Benner serves as our field operations manager and is instrumental in the day-to-day operations of Wildlife Specialists. In addition, he has completed certification in the U.S. Army Corp of Engineers Wetland Delineation Training Program and has experience in conducting a variety of field projects including habitat and presence/absence surveys for bats, Allegheny Woodrats, Timber Rattlesnakes, Green Salamanders, and invasive plant species. Brian has experience implementing habitat enhancement efforts for Allegheny Woodrats and Timber Rattlesnakes. Brian is a Pennsylvania-licensed Wildlife Pest Control Operator and PA Nuisance Deer Control Operator.

Rob Schwarz, B.S., GISP - GIS Specialist

Rob has extensive experience in GIS (Geographic Information Systems) management, implementation, and training. He is Wildlife Specialists' GIS coordinator and trainer for its use in data handling and reporting. Rob received his Bachelor of Science Degree in Geography from Mansfield University, where he specialized in Mapping Technologies, with a minor in Regional Planning. He worked as a GIS technician and then as GIS Department Director for Tioga County, Pennsylvania. Rob was a Nuclear, Biological and Chemical (NBC) Defense Specialist in the US Marine Corps responsible for mapping potential nuclear, biological, and chemical downwind hazards, and a USMC Expert Rifleman for 6.5 years. His skill set includes in-depth knowledge of ArcGIS software, GIS data and database design, a strong knowledge of the enterprise GIS environment, field data recording with GPS applications, and outdoor skills. Rob is a Wildlife Nuisance Control Permittee (PA Game Commission - PGC), a Hunter Trapper Education Instructor (PGC), and a certified GIS Professional (GISP). Rob has worked as a consultant on forest management plans for landowners and as a private business owner. He assists with field surveys for various species and habitats.

Drew Wanke, B.S. – Wildlife Biologist/QUIBS

Drew Wanke came to Wildlife Specialists after traveling for a year as an educator throughout Canada and the U.S. teaching people of all ages about sustainability and how to live “greener” more environmentally conscious lifestyles. Prior to that Drew worked for an environmental consulting firm in central New York where he conducted surveys for rare, threatened, and endangered plants, animals, and significant natural communities. Drew has worked on a wide variety of survey projects including Indiana and Small-footed Bats, White-tailed Deer, Henslow's Sparrow, Upland Sandpipers, Northern Goshawks, Bald Eagles, Northern Cricket Frogs, butterflies and plants. He has conducted several multi-year, town-wide natural resource inventories in order to document environmentally sensitive areas for planning and zoning development projects. In addition, Drew has been trained in the materials designated in the Army Corps of Engineers' Wetland Delineator Certification Program.

Drew received a Bachelor of Science degree in Wildlife Science and Conservation Biology from the State University of New York Environmental Science and Forestry. Drew is a certified *Qualified Indiana Bat Surveyor* and has volunteered with the New York State Department of Environmental Conservation and the Pennsylvania Game Commission to conduct winter mine and cave hibernaculum surveys for bats. Drew has conducted all types of bat surveys including summer mist-netting, fall swarming, and spring emergence surveys. He is also a member of The Wildlife Society and the Northeast Bat Working Group.

Renee Rogers, B.S. - Wetland Specialist

Renee received her Bachelor of Science Degree in Environmental Studies from the University of Pittsburgh and has worked for the Northern Appalachian Research Laboratory of the U.S. Geological Survey. She joined the staff at Wildlife Specialists, LLC, as a wetland specialist and serves as a crew leader for our wetland survey team. Renee has certification in the US Army Corp of Engineers Wetland Delineation Training Program, including the Northcentral and Northeast Regional Supplement. Renee is an accomplished botanist and serves as a crew leader on botanical surveys.

Renee's experience includes conducting Allegheny Woodrat and Timber Rattlesnake habitat surveys, rare and invasive plant surveys, and conducting wetland delineations.